

## CLAIMS

- 1 1. A method for screening an applicant, the method comprising the steps of:  
2 receiving information from an applicant corresponding to a job via a Web-site;  
3 determining whether the applicant is required to take a test prior to applying  
4 for the job;  
5 providing the applicant with at least one test question, the at least one test  
6 question being displayed to the applicant via the Web-site;  
7 enabling the applicant to answer the at least one test question via interaction  
8 with the Web-site;  
9 receiving information corresponding to the answer of the applicant; and  
10 enabling the applicant to apply for the job via the Web-site if the applicant's  
11 answer to the at least one test question is correct.
- 1 2. The method of claim 1, further comprising the step of:  
2 providing the applicant with information corresponding to the job via the  
3 Web-site.

1     3.     The method of claim 1, wherein the step of providing the applicant with at  
2     least one test question comprises the steps of:  
3             enabling an authorized user to create the at least one test question, the  
4     authorized user possessing knowledge associated with the job, the test being adapted  
5     to determine whether the applicant possesses knowledge pertaining to the job;  
6             storing the at least one question; and  
7             retrieving the at least one test question based, at least in part, upon the  
8     information provided by the applicant corresponding to the job.

1     4.     The method of claim 1, wherein the at least one test question is a multiple  
2     choice question including several potential answers, and wherein the step of enabling  
3     the applicant to answer the at least one test question comprises the step of:  
4             enabling the applicant to select one of the several potential answers.

1 5. The method of claim 1, wherein the step of enabling the applicant to apply for  
 2 the job comprises the steps of:  
 3 enabling an authorized user to create the at least one test question, the  
 4 authorized user possessing knowledge associated with the job;  
 5 storing the at least one question;  
 6 enabling the authorized user to create an answer to the at least one test  
 7 question;  
 8 storing the answer to the at least one test question;  
 9 determining whether the applicant's answer corresponds to the answer to the at  
 10 least one test question; and  
 11 enabling the applicant to submit information if the applicant's answer  
 12 corresponds to the answer to the at least one test question.

1 6. The method of claim 1, wherein the step of enabling the applicant to apply for  
 2 the job comprises the steps of:  
 3 preventing the applicant from applying for the job via the Web site if the  
 4 applicant's answer to the at least one test question is not correct.

1 7. The method of claim 5, wherein the information is a resume, and wherein the  
 2 resume is submitted electronically via the Web site.

1 8. A method for screening an applicant, said method comprising the steps of:  
 2 receiving information from an applicant corresponding to a job;  
 3 determining whether the applicant is required to take a test prior to applying  
 4 for the job;  
 5 enabling the applicant to take the test;  
 6 determining applicant responses to the test; and  
 7 enabling the applicant to apply for the job if the responses to the test meet a  
 8 predetermined standard.

1 9. The method of claim 8, wherein the step of enabling the applicant to take the  
 2 test comprises the steps of:  
 3 providing the applicant with access to a Web site; and  
 4 administering the test via the Web site.

1 10. The method of claim 8, wherein the step of determining whether the applicant  
 2 is required to take a test comprises the steps of:  
 3 enabling an authorized user to create the test, the authorized user possessing  
 4 knowledge associated with the job, the test being adapted to determine whether the  
 5 applicant possesses knowledge pertaining to the job;  
 6 storing the test; and  
 7 retrieving the test based, at least in part, upon the information provided by the  
 8 applicant corresponding to the job.

1 11. The method of claim 8, wherein the test comprises multiple choice questions  
2 and the predetermined standard corresponds to a number of the multiple choice  
3 questions answered correctly by the applicant.

1 12. A system for screening an applicant, said system comprising:  
2 an applicant evaluation system configured to provide an applicant with at least  
3 one test question via a Web-site, the at least one test question being associated with a  
4 job, said applicant evaluation system being further configured to enable the applicant  
5 to apply for the job such that, if the applicant correctly answers the at least one test  
6 question, said applicant evaluation system enables the applicant to apply for the job  
7 via the Web-site.

1 13. The system of claim 12, wherein said applicant evaluation system is  
2 configured to communicate with a communication network.

1 14. The system of claim 12, wherein said applicant evaluation system includes a  
2 qualifications system, said qualifications system being configured to receive  
3 information corresponding to predetermined applicant qualifications for the job, said  
4 applicant evaluation system being further configured to determine whether the  
5 applicant possesses said predetermined applicant qualifications.

1 15. The system of claim 12, wherein said applicant evaluation system includes:  
 2 means for receiving information corresponding to predetermined applicant  
 3 qualifications for the job; and  
 4 means for determining whether the applicant possesses said predetermined  
 5 applicant qualifications.

1 16. The system of claim 12, wherein said applicant evaluation system includes:  
 2 logic configured to receive information corresponding to predetermined  
 3 applicant qualifications for the job; and  
 4 logic configured to determine whether the applicant possesses said  
 5 predetermined applicant qualifications.

1 17. The system of claim 12, wherein said applicant evaluation system includes:  
 2 means for preventing the applicant from applying for the job via said Web site  
 3 if the applicant's answer to the at least one test question is not correct.

1 18. The system of claim 12, wherein said applicant evaluation system includes:  
 2 logic configured to prevent the applicant from applying for the job via said  
 3 Web site if the applicant's answer to the at least one test question is not correct.

1 19. The system of claim 12, wherein said applicant evaluation system includes:  
 2 a resume system configured to enable the applicant to submit a resume via the  
 3 Web site if the applicant correctly answers the at least one test question.

- 1    20.    The system of claim 12, wherein said applicant evaluation system includes:
- 2            means for enabling the applicant to submit a resume via the Web site if the
- 3    applicant correctly answers the at least one test question.